

Testimony 3



Testimony of

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Labor & Public Employees Committee

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SB 891 An Act Amending the Definition of Managerial Employees

Good afternoon Senator Osten, Representative Tercyak and members of the Labor & Public Employees Committee. I'm Mike Winkler, First Vice President of Local 4200 of AFT. We represent the members in the Administrative and Residual Employees Bargaining Unit. Our Local is known as A&R. We represent accountants, tax collectors, analysts and fiscal employees who work for the State of Connecticut. I am here to testify on SB 891 An Act Amending the Definition of Managerial Employees.

We understand that the inclusion of subsection (g) subdivision 4 in the definition of manager in Chapter 68 is important to achieve the stated purpose of this legislation.

In A&R, the power of subsection (g), subdivision 4 is diluted or nullified by the examples which follow at the end of subsection (g).

The task "evaluation" is not "a major role in the administration of collective bargaining agreements or major personnel decisions" All immediate supervisors evaluate employees, for example.

The job of training is not "a major role in the administration of collective bargaining agreements or major personnel decisions". Our members train and supervise training in agencies.

This legislation would be more effective in achieving its stated goals if the last phrase, "including staffing, hiring, firing, evaluation, promotion and training of employees" were deleted from the end of the subsection. At the very least we would like to see the words "evaluation" and "training" removed from

subsection(g) subdivision 4 as they are not consistent with the beginning of subsection (g) subdivision 4 and work against the stated purpose of this legislation.

(g) "Managerial employee" means any individual in a position in which the principal functions are characterized by not fewer than two of the following, provided [for any position in any unit of the system of higher education,] one of such two functions shall be as specified in subdivision (4) of this subsection: (1) Responsibility for direction of a subunit or facility of a major division of an agency or assignment to an agency head's staff; (2) development, implementation and evaluation of goals and objectives consistent with agency mission and policy; (3) participation in the formulation of agency policy; or (4) a major role in the administration of collective bargaining agreements or major personnel decisions, or both, including staffing, hiring, firing, evaluation, promotion and training of employees.

Thank you for the opportunity to share our concerns on SB 891. I would be happy to answer any questions you may have.